

Minutes
Finance Committee
Muncie Common Council
300 North High Street
Muncie, Indiana 47305

Monday, October 11, 2021

Finance Meeting: 6:30 P.M., 1st Floor City Hall Auditorium.

Pledge of Allegiance: Led by Deputy Police Chief Chris Deegan.

President Robinson passes along his condolences to Councilwoman Davis who is not here this evening. Her father's Pastor passed away and she is helping at the funeral this evening. He passes along his condolences.

Roll Call:	Present	Absent
Aaron Clark	X	
Ro Selvey	X	
Troy Ingram	X	
Jeff Green	X	
Jeff Robinson	X	
Brandon Garrett	X	
Brad Polk	X	
Jerry Dishman	X	
Anitra Davis	*(arrived at Fire Dept.)	X

Order of Business: President Robinson reminds everyone tonight's meeting is for questions and general inquiry only and they will discuss and debate any amendments next Monday on October 18th at the Special Meeting of the Common Council. As a reminder to the Finance Committee (just like last week), he wants to follow the Council rules and make sure everybody has the opportunity to ask their questions equally from the Committee. Robinson asks that they respect the rules and only ask one question before giving everyone else the opportunity to ask theirs unless, of course, there is follow-up questions on the same topic asked about in the original question. Additionally, public comment will be allowed but he wants to make sure they stay on topic and asks that any citizens or members of the public planning to speak to limit their time to 3 minutes and address the Council directly. If the citizen has questions, ask all questions while at the podium and the Council will do their best to get all of those questions answered (meaning he does not want to have a back and forth discussion). Every Department Head, as well as every Committee Member, is easily accessible through email, phone or physically after the meeting if there are additional questions. For those interested in following along in knowing everyone just loves budgets, Robinson refers to the link on the City Council page of the city's website where the budget is accessible and encourages everyone to go on and take a look at it.

Before beginning, President Robison apologizes that they are going to go out of order right off of the jump. The City Engineer, Brian Stephen-Hotopp is appearing live via Zoom so the Street Department will be covered first and on to the Muncie Police Department followed by the rest of the Agenda.

Street Department

Brian Stephens-Hotopp, City Engineer, wishes to highlight a few different things and references Fund #218 which was formally created for the 2021 budget and retroactively for 2020 to be in compliance with State Board of Accounts rules for 50% Restricted Fund. They have adjusted those and tweaked the numbers to show correct line items, some of which shown represent four staff members whose job positions qualify them for that 50% Restricted MVH Fund. The majority of infrastructures, sidewalk and paving work, is paid for out of #218 at this point so that is where the Community Crossings funds are going and where most of the infrastructure money is getting paid out of. That is it for Fund #218. On Fund #220, the revenue line item is actually showing the full dollar amount for MVH revenue instead of the 50% amount so that is why the expenses verses revenue for 2020 look a little off. The \$2.757 million should be closer to \$2.35 million. The salary for the Street Superintendent has been established which is really more of a placeholder for the City Engineer replacement. That is budgeted in the next fiscal year. Then, they have incorporated some of their ongoing maintenance such as Cracks, Sealing and Striping in to the #220 fund so those lines for Paint, Sign and Patching are increased to address those. In looking at fund #221, Stephens-Hotopp explains when they originally prepared the budget for 2022, they were still in the process of trying to pay things off and didn't really know how much money they would have left in #221. Referencing a Cross Fund Report that he ran this evening, they will actually likely have an order of \$700,000 excess that they can roll over into 2022. One of the things he would like to ask the Council to consider moving forward is to increase the allowable expenses in #221, Local Road & Streets, by \$700,000 which would be going towards roads and infrastructure projects. He adds that is the fund that had been negative and they are, as of right now, \$550,000 in the black. He expects, at the end of the year, to have almost \$700,000 to be able to roll over into next year which they would like to apply more towards road projects.

Councilman Ingram has a question about the #221 Fund they were just discussing and recalls that in 2021 it was \$850,000. Stephens-Hotopp clarifies as far as revenue or expenses. Ingram reverts and states he no longer has a question.

Councilwoman Selvey recalls in 2021, \$57,000 was the actual amount for Signal Equipment and it is \$130,000 in 2022 and asks what is to be expected with that increase of \$80,000. Stephens-Hotopp explains the Signal Equipment specifically is something that got split up so this is going to be a longer answer than what is expecting but \$80,000 was established under #218 for Signal Equipment (line #218-35-422148) and that is truly signs and signals. Part of what is under the #220 line that jumped up to a proposed \$120,000 Paint & Sign Material (line #220-30-422147) which a lot is going towards paint and striping of roads, something that needs to be done more frequently. In addition to going back through and putting thermoplastic down in a lot of areas that haven't had that, a lot of it is paving markings and trying to get caught up.

Chairman Robinson has a question relating to sidewalks and mentions the number of ADA obstacles throughout the City on sidewalks, whether it is raised manhole covers, utility poles in the middle of them, uneven curb cuts and things like that and questions what is being done to address those obstacles and make the City safer and more accessible. He wonders if there communication with the City-County Council for People with Disabilities on identifying those areas. Stephens-Hotopp explains anytime they receive a concern, whether it is an email, phone call or through the portal, they are logging all of those locations and starting to compile

a list of all the sidewalk locations that need to be addressed. Part of the more comprehensive sidewalk projects are installing ADA ramps along the thoroughfares in locations like what Robinson is talking about. Say there is an uneven sidewalk or a tree that buckled some sidewalks, they are going through and trying to systematically remove locations where there is (maybe) a tree that is destroying an infrastructure and going back and trying to replace those locations with sidewalk paving. Additionally, there are a few things they have already done and that is starting earmarking money for some sidewalk work as part of the budgeting process. Then again, they are also trying to encourage residences, business owners, non-for-profits, neighborhood associations, etc. to do some type of sidewalk matching program. The Sidewalk Match Reimbursement Program is a program where the City will match \$50 per square yard for any type of installed sidewalk. That is the attempt of having a cost-share where the City can pay a fair share of that cost if there is a need and neighborhood associations and others are trying to address that need more practically, as well. Robinson asks the typical cost of a square yard of sidewalk for concrete. Stephens-Hotopp states \$80 to \$100 so they wanted to say they were hoping to cover half the cost of the sidewalk work that someone would want to get installed.

Councilwoman Selvey refers to spending around \$46,000 in 2021 patching roads and in comparing that from the year before at \$82,000, now expecting \$180,000 for 2022. She asks why it is so low for 2021 and why so little was spent. Stephens-Hotopp expresses the 2021 is showing the actual material for doing patching. When looking at some of the proper years and also the budget for 2022, they are trying to include all of the crack sealing and preventative maintenance. So, the invoices for that work just haven't hit the account yet for 2021. There is still plenty that is getting done this year, it just isn't reflecting the 2021 actual amounts yet. He states there is a significant amount of crack seal and preventive maintenance that they are trying to do that is part of that line item. No further questions.

Police Department

Muncie Deputy Police Chief Chris Deegan confirms that everyone received the email he sent Chairman Robinson over the weekend (so the Committee had some time to review it) consisting of an outline. He begins by stating their biggest expense is payroll. They are trying to streamline that a little bit with various line items such as Lieutenants, Sergeants, Captains, Investigators and Patrol officers in their own line item. Streamlining that process and making it one sworn Merit Officer line item will make it so all payroll is handled out of one account. That prevents them from having to move personnel between accounts as things change throughout the year like either promotions get accepted, people leave or end up having to payout for severance or retirement time - which can all impact those funds. They typically shuffle people around quite a bit for payroll purposes just to stay within those line items. They would like to combine that all into one and to pay it out of the General Fund which is probably the biggest adjustment that can be seen on the police budget but there is a few others to bring up as well. Code Enforcement (line #101-20-411085) is a little bit higher this year with an increase of about \$40,000 in looking to add an additional position for Parking and Code Enforcement. He believes everybody on the Committee is familiar with some of the ordinances recently passed relating to the matter. The objective there is to get another person out there and doing code enforcement related things and that will also be able to serve as a secondary to the Building Commissioner's Office for assistance when they need help because (right now) the Department can't always provide it to the Office. Ammo & Training (line #101-

20-422111) has been increased by about \$50,000 due to state legislature passing a law that essentially takes away the continuing education funds taken in from gun permitting fees. Chief Deegan recalls the email he submitted and states they are projected about \$30,000 this year in continuing education funds that go into Fund #247. The Department then uses those funds in turn for training purposes and ammunition purposes (if needed). That revenue, however, will be lost next year. It was done at the State and we do not have any control over. MPD Records Supervisor has been working with a legislator down with the State to see if they can get any of that reimbursed but is still undetermined at this time. Medical Services (line #101-20-431011) and Psychological Services (line #101-20-43120) requested an increase but is being requested is that they combine the two line items and just make it a Medical Services related item. He explains this Administration has been a heavy push for the EAP Program (Employee Assistant Program) which is where some of these funds are spent out of for psychological services. This job is very stressful and they want their employees to be not only capable to do the work but be healthy while they're doing it so they have pushed that aspect of what is now being offered for the employees. Another big one is going to be Other Services & Charges (line #101-20-439071). Chief Deegan explains this one is going to be pretty glaring and is a \$125,000 increase from what it is currently for 2021 to 2022. The purpose behind that is because the Police Department is trying to capture the AXON contract for their body cameras. Currently, police budget is not paying for it and is actually being paid for out of the City Administration budget (and refers to the Controller for that one). However, they are due for a new contract in April 2022, which has been worked out with AXON and they utilized their bid as well as getting other bids from another company. Right now, they are on AXON as far as evidence collection and having that software available. Deegan mentions sending the Committee the quote just so they could have an idea of what it is that they are looking at because it is obviously significantly expensive. It is going to be about \$127,000 a year to maintain that contract and believe it is a necessity so they are just trying to inherit that cost to the Police Department. In closing, he is willing to answer any questions.

Councilman Dishman refers to the Code Enforcement Officers and asks how much they are paid. Deegan states their salary is about \$39,000 a year. Dishman confirms how many there are. Deegan answers two. Dishman then clarifies that they are seeking one more. Deegan states yes.

Councilman Ingram wishes Wright would clarify the fund that the contract/agreements are coming out of for the AXON. Controller Craig Wright confirms State Board of Accounts said that the Muncie Redevelopment Commission can remember paying that and it has to be budgeted within the Police Department.

Dishman questions if any money comes out of the Building Commissioner's budget for the Code Enforcement Officers. Deegan clarifies no, as far as salaries go. The Police Department pays the Code Enforcement salaries, their equipment and vehicles.

Councilman Green has a question on their vehicle lease purchase acknowledging they have pick-up trucks, cars and SUVs. In looking at times past, in the City, he questions the reason MPD would need a pick-up truck. Deputy Chief Deegan can answer to both SUVs and pick-up trucks. Green assumes SUVs are for the K-9 Officers (but does not know for sure) and wants to know why in years past it was all automobiles and cars. Deegan explains that many of the manufacturers do not make cars for police departments anymore. Dodge still makes the Charger but MPD has shifted in contract with Ford which Ford doesn't make a police "car" anymore, they only make SUV's and special service vehicle pick-up trucks. The Ford Explorers are all hybrid. He claims they have seen significant savings in fuel costs. Deegan actually

pulled a Cross Fund Report just a couple of months ago to put together a report on what they are seeing in maintenance and fuel cost savings and it is significant. As far as pick-up trucks, that is a little more practical, application with only have a handful of them out. They didn't really focus on the hybrid vehicles. He explains that the Department gets called for just about anything as far as the responding agency for emergency services and may have to stand-by on a call with a couple that is going through a divorce having issues getting their property moved out and safely somewhere else. MPD can separate them but let's say they are so stubborn that they won't go. Therefore, in turn, if they can get the persons property out with them then they will agree to go. That is one instance. Another instance is if there was a critical incident or a mass casualty incident in the ability to be able to put people into a vehicle quickly and evacuate them out of the area. Deegan recalls not too long ago that there was a bad shooting call over on Euclid Avenue and luckily, there were not more people hurt there other than some significant injuries. If they ever have an experience like that here in the City (God forbid), they want to have the ability to respond to that appropriately.

Chairman Robinson affirms that he and Councilman Clark can attest to the use of pick-up trucks when it comes to domestic disputes. He and Clark were on a ride-along a couple weeks ago and had that very instance happen. Officer Qualls was in the truck and loaded up a lot of this young woman's stuff that they delivered it to a safe space that she was going. Robinson can certainly attest to that and the benefit. Deegan adds that their primary focus is obviously the hybrid vehicles, a new technology that Ford has pushed out. It is saving them significant money, not only in fuel cost but in maintenance costs as well. The amount of times you have to change the oil in those cars is like two to one verses the other cars they were running. He will be more than happy to provide that report to the Committee.

Councilman Clark questions the staffing number that the City should have on contract. Deputy Police Chief Deegan answers 105. Clark questions the current number. Deegan clarifies accessible (and he would have to estimate a number), somewhere in the low 80s. Policing, right now, is a challenge, not just in Muncie but across the State and Country as well. They are having a hard time recruiting new candidates just with some of the social aspect of the job and not really attracting a large number of people like in the past. Conversely, you people are leaving to pursue other careers, which never used to happen. He explains it used to be once you got in this career, you were here for twenty years (at least, if not longer) but some of these younger people are deciding after doing this for a few years that they want to pursue careers in other fields. He cannot say he blames them, as it is a hard job. Clark noticed in the proposal, an increase was mentioned for lateral transfers and asks of the success rate with getting experienced officers to come to MPD. Deegan answers that is not really measurable at the moment. Muncie never held a lateral hiring process before, before doing one last year so it was more of dipping their toes in and seeing what happens. He hoped for 20-25 applicants which was the goal in all the advertising that they did but ended up with six or seven and were able to hire (he thinks) three. They would definitely like to see those numbers increase and do plan to host another lateral hiring process. In Deegan's breakdown, additional funding in payroll was asked for because the salary will be different in hiring an already certified officer as opposed to hiring someone new that has to go to the Academy. Clark refers to recruitment and strategies they have and he questions how it is in comparison to other departments around the state or regionally (like going to job fairs). Clark was made aware of Phoenix holding open candidacy in Cleveland, Ohio and in Cincinnati, which is really reaching out. Deegan informs they have done quite a bit of advertising, not only local newspaper and radio advertising but also with media coverage of a news story via Indianapolis. He, himself, has

taken part in two job fairs now, one being the Statewide VA Office Job Fair held every year, this year in Grant County, and passed out one application. As he said, the challenge isn't specific to Muncie as he has talked with administrators from other agencies that are seeing the same problem. Right now, they are just going to have to keep weathering the storm and keep doing what they are doing.

Piggybacking, Chairman Robinson states they have all heard talk of losing officers to (for example) Hamilton County or other higher-paying agencies. He questions if there has been any intentional recruitment of lateral transfers from communities that perhaps are well under what MPD is paying as a base salary. For instance, Winchester, Marion, Hartford City or Fort Wayne which are all under what our base salary is and if anything has been one to try and recruit. Deputy Chief Deegan informs that Fort Wayne is actually higher than Muncie and explains the problem with that and to answer his question, yes and no. The Indiana Law Enforcement Academy has a post it site available and that is typically where they pull people that come through as recruits. As he has talked with other agencies, that is typically where they go first to look who is hiring as a police agency. It is the Central Indiana Law Enforcement Academy website, which they can post everything there and have been doing so. Law enforcement is unique and they have to maintain good working relationships with surrounding agencies and by going directly to the agencies in trying to recruit their officers damages the ability to have those good working relationships, although Deegan understands what Robinson is saying. But, the Department believes that with the advertisement they have put out and with the communication had not only with the Central Academy down in Plainfield but along with the new stories that they have run that it is reaching agencies, at least here in Delaware County.

Councilwoman Selvey has a financial question that she forgot to ask earlier and wishes for an explanation of the Clothing Allowance (line # 101-20-413035). In 2021, it was \$57,000 (average) and the year before it was \$61,000 (average) and for 2022, it is \$157,000. She wants to know what is expected with the increase. Deegan explains in 2021, there is a Clothing Allowance line item in both the General Fund #101 and in the COIT Fund #106. The \$157,000 for 2022 is a combination of both line items and informs it has not been increased at all. Back to recruiting, Selvey knows they are talking about going outside the community to recruit Police Officers. She is a true believer that within a City there is a certain culture and people know each other. She knows there is a program with the Muncie Area Career Center where they take Central students and go through this program. She is aware this is going to be a long-term objective and a goal. She then questions what is being done to recruit people within our City and not worry about other recruits (like in Winchester) or people coming from out of town because nobody is going to love Muncie and do for Muncie as much as people who live here and are part of the community. With that, Selvey asks Deegan to describe the recruitment efforts within the City. Deputy Chief Deegan believes they have finally made it through the contract and will speak a little bit on what he can as this has primarily been Chief Sloan's item he has been working on. They have partnered with Ball State University and Ivy Tech, both, to have a legitimate internship program, that is paid, where they can bring these students in that are at internship level (which in most cases make them old enough to work as a sworn Police Officer because you have to be 21 in the State of Indiana). The idea is to capture these people here within the community that are going to Ball State or Ivy Tech and turn them around and say we're going to pay you as an intern, let's capture you and now you work for us. That's a goal and is where they need to be looking... the universities. It has been an untapped resource and taken them a lot longer than he and the other two Chief's had wanted to get this program

going. However, he believes they just settled the contract after having to work some things out with the Merit Commission, legal counsel and the universities to make sure everything was in order. He thinks they are getting ready to be on their way. Selvey asks if there is any way they can share that agreement with the Council, whenever they are ready. Deegan states he just has to confirm it through the attorneys and make sure the universities are good with it and he will provide it.

Councilman Garrett questions how the internships are with the high school, being aware they do Victims Advocate and wonders the feedback there. He recalls Deegan mentioning they have to be over 21 to be hired but wonders if they can get them while they are in high school and keep them close until they are able to be hired. Honestly, Deegan can't really speak to that as it is not really one of the things that he oversees. He knows that there was some struggles in years past and that there were some recent issues with Victims Advocate, but, he can't speak to what those are and would have to have to find out and get back to him.

Clark refers to vehicle acquisition and knows Deegan has been very aggressive at buying new and replenishing what was an aging fleet. Continuing, Clark mentions discussions about a plan of continuing six, eight or ten vehicles per year to maintain a newer fleet and verifies that this budget shows that. Deegan states yes, it does. It will be reflected there and is actually what he was referring to earlier in providing a detailed breakdown to Chairman Robinson.

Councilman Polk refers to the Radio Equipment Lease line claiming it is quite a bit more than it was in 2021 (a \$20,000 increase) and asks if it is time to get new ones recalling it has been several years since they have. Deegan indicates the Radio & Equipment Lease in Fund #101 did not have any adjustments and verifies Polk is referring to the Equipment Rental Repair & Maintenance item. Polk states it is right under that. Deegan states Radio & Equipment Lease, which he doesn't show an adjustment or change there. Polk explains he is looking at the budget worksheet report going from less than \$4,000 in 2020 to August 2021 was \$1,097 and then showing \$25,000. Deegan confirms Polk is talking about their expenses out of that account or what it is budgeted for. Polk states yes, on the expenses on Other Services & Charges. Deegan states the Radio & Equipment Lease that he has for the proposal that was submitted did not change from year to year so he doesn't know what Polk is looking at and would have to take a look at it himself. Polk states it is line # 101-20-437033 and asks if it is for new equipment or new leasing agreements. Deegan refers to Controller, Craig Wright, and states what he is looking at is the same as the previous three years. Controller Wright indicates Radio Equipment & Lease stayed the same from last year to this year, \$25,000 on both. Polk states he is looking at the budget worksheet report of what has been spent this year to date August 25th. Mayor Ridenour, from his seat, states it was budgeted for \$25,000 for the year 2021. What was spent is different from what was budgeted. Wight states the budget stayed the same. Deegan agrees and explains if Polk is looking at the expenses then what is coming out of there will be as the year carries on. The end of the year is when they start making the equipment orders that they need. Polk states that will make a big difference. Deegan comments it is the same budget amount.

Ingram wishes for Deegan to explain how he created this budget and if it was in collaboration with the Mayor and/or City Controller. Deegan explains it was definitely a collaborative effort and jokes the Controller probably doesn't like to see him as much as he actually does. He worked very closely with Mr. Wright, the Mayor's Office and the other two Police Chiefs Nathan Sloan and Melissa Pease as they helped lay it all out and decide what was needed.

Fire Department

Muncie Fire Chief David Miller, Muncie Fire Department, along with Deputy Chief Allen Richards who handles the budget (here to answer any technical questions) and EMS Chief Rachel Clark, who goes over the EMS budget appear before the Committee. Miller states most of their budget stayed the same but there will be changes in overtimes in the difference from starting the Civilian Paramedics. There will be more Paramedics working than compared to the past and the changes would be those salaries and benefits. Those are most likely the only outstanding changes this year compared to years past.

Deputy Chief Richards adds the only increases were all in personnel. Everything else, being Supplies, Equipment, Other Services and Capital Equipment's, they tried to remain the same and live with that. The reason they threw all of their monies that they could absolutely come up to (with negotiations with Controller Wright and Mayor Ridenour) is obviously they have the same problem MPD discussed with retention and employees. It is a big deal so they are trying to increase their ability to recruit as they, too, are losing people to surrounding departments so as it can be seen, all their monies were thrown into personnel.

Councilman Dishman asks how many Firefighters the Department is supposed to maintain. Chief Miller answers 110. Dishman asks how many they have now. Miller answers about 104. Richards indicates they are six down and one was from retirement, which was anticipated, and the other five were people going to other departments where they pay a little more to do a little less. However, they are trying some different things; a big thing they are try to sell in their recruitment is if agree to come here and work for Muncie, a lot of experience is what you'll get which is a great thing keeping you busy. However, that can also hurt the Department in the end because if someone comes here, works five years, they can decide to go down to surrounding areas of Indianapolis to work with people who have 15+ years' experience. And they know that.

*Councilwoman Davis arrives.

Councilman Ingram clarifies that Paramedics and EMT's are included in the 110 minimum staffing. Both Chief Miller and Chief Richards state that it does.

Councilman Green refers to Training Officer (line #101-21-411119) in the budget of \$68,057 but \$0 budgeted for Training (line #101-21-422111) and questions what that person does. Deputy Chief Richards explains that goes into the COIT fund which is transferred. Chief Miller states the salary is taken out of that line but can see why it that question would come up. Richards indicates it is the same as last year as they have a training budget for the employee to spend for training and classes. He explains they hold so many and manage to have a lot of cost savings that way. In a follow up, Green questions if more training is being offered for the Officers all the time to have them learn and gain an understanding of different things. Miller explains they have continuous training and Paramedics are now required to have 'X' amount of training and there is required training they have to go through all the time.

Councilwoman Selvey did have a question about the Clothing Allowance but after going through the Fire Ops training with Councilman Garrett and Robinson, she was not too happy with what she had to put on. She is okay with it now. She totally understands what it is for and just wants to thank them for inviting them to get a better understanding of what the Firefighters have to go through.

Councilwoman Davis thanks them for the Fire Ops invitation and decided not to do it because she is very afraid of fires therefore highly respects what they do. She does not need to

go through it to know how hard they all work. She comments they also do wonderful gestures, such as trimming elderly people's trees.

EMS

EMS Chief Rachel Clark explains they are still building this as they go and figuring out what works and what is needed, going off what was spent last year. The Council is part of growing this so they will all see how it goes. She adds they have really taken their best guess at this point of what they think they spent last year, budget for future vehicles and looking into replacing things as needed in trying to be a little more proactive on that aspect. Fire Chief Miller comments it is a learning process for them, too, as this is still in its infancy. This is their best guess. Deputy Fire Chief Richards mentions in looking at the budget that the biggest difference between this year and last year would be the Civilian Paramedic Program.

Chairman Robinson confirms they all feel comfortable about the \$2.9 million in revenue totals. All three Chiefs' agree that is strong. Robinson acknowledges this year they originally budgeted \$1.5 and ended up ended up far exceeding that. Chief Clark comments they like to be conservative.

Councilman Dishman wants to thanks the EMT's and the Fire Department for the job they do as he can hear them every morning as he goes to work at 4:00 and they are just buzzing past his job. He questions if the Fire Department does first responding still. They verify yes. Dishman refers to the ambulances and wonders if the plan is still to put one in every firehouse. Chief Miller believes that is the long-term goal. Chief Richards adds they absolutely think that is the right thing. There are 9 EMS apparatus in the City with additional vehicles used for special events and 7 ambulances. Housing an ambulance at ever station is a goal but requires some other big changes with manpower and staff. Dishman would appreciate if they would tell the Department, from him and the Council, that they do an extraordinary job. He appreciates the Police and Animal Shelter for showing up sometimes if an animal is wounded or needs rescuing but everyone is doing a good job in his book. Chief Clark states she will pass that along.

Chairman Robinson, speaking to that, recalls speaking with Chief Richards earlier and confirms the \$225,000 budgeted for Vehicles (line #104-24-444057) assumes is for a new ambulance. He also want to ask about the \$50,000 for Equipment (line #104-24-444056). Something that he, Councilwoman Selvey and Councilman Garrett learned when they were doing Fire Ops is that a lot of the calls that Muncie Fire is taking is in need of a bariatric cot. He questions if that is in the plans. Chief Clark informs they have actually bought what will be turned into a bariatric cot. She explains when they went to get the tools in realizing what they needed so decided to order the tools to install that themselves. She adds they actually have a gentleman who works on the Fire Department that used to do that for a living and volunteered. The parts are waiting to come in so they could do it properly and have the right tools. Chief Miller adds that all those things are very expensive.

Councilwoman Selvey explains it was mentioned at the Fire Ops that Chief Richards is the person when it came to equipment in knowing the numbers. She asks, in his opinion, how efficient the equipment of the Department is, if it up to date, taking too much time, effecting peoples lives or if we can do better. Chief Richards states they can always do better and be more efficient. They try to learn everyday and that is why they try to critique their runs. The equipment is mostly all new since they are, too, new to doing this. The equipment is right up there with no problems or issues. With the five ambulances, they run two ALS, a squad and the

rest are BLS units. The goal is to, obviously, do better there. With those five units running, they are averaging about 15 runs a day. That is a pretty good workload because they can't disburse that perfectly evenly so some of the ALS units are getting killed in running 16, 18 or 20 runs a day and in a 24-hour period. That run may last a little over an hour or so some of those ladies and gentlemen aren't making it back to their station, if very much at all. If they could ultimately put another unit in then that would take a couple of runs off those. If they could average 11 runs per unit then it does not get much better than that. That is a good day for them in covering the City as they should and burnout factors go out the window because 11 runs is manageable where 20 runs could potentially hurt the staff. It definitely has its impacts and is the biggest thing they need to do better at. Chief Miller adds that those runs take a lot of time in addition to the report after which probably takes another hour. Adding up those 18 runs in a day's time and some of those guys haven't eaten or slept. As it was said, with more ambulances, some of the load is getting taken off although not evenly. It will still be more manageable and livable for those employees. Chief Richards mentions they do have a pretty good long-term plan, it just takes time and money to execute. Chief Clark adds some things they are doing currently consist of watching the percentage run reports that detail (for example) Medic 2 is doing 'X' percentage a month. They also have a standard rule where they do not let anyone ride in an ambulance for more than 24-hours. It is not safe and is a policy they picked up pretty early on, realizing they cannot burn these workers out. If there is an overtime situation then they can work on a fire truck but the Chiefs hold firm that they will not let them ride for more than 24-hours on an ambulance. Chief Richards explains they try to do a rotation and describes how they work in 24-hours shifts on and off for three days in the cycle. If an employee has one of those bad days and is up all night followed by their day off so decide to rest then if they go back and do the same thing again, it compounds themselves. They (the Chiefs) even try to rotate as much as they can but are somewhat limited. The Civilian Paramedic Program is going to help also because with what that brings in, EMS will need two less EMT's a day due to using Paramedics for them. That will help free up some workers so they are not spending so much time on an ambulance.

Councilman Polk questions if there is enough room in all Fire Stations to house an ambulance or would they have to move an apparatus. Chief Miller indicates yes, there is room but they would have to do some shifting. It is snug but it can work. Polk asks what stations right now currently do not have ambulances. Miller answers Number 4 on Mock Ave and Number 7 at Wheeling. Polk references getting more ambulances is obviously less wear and tear because if there is not one in the Wheeling Station, that is basically the whole northwest side of Muncie (closest is Number 5 on Tillotson). Chief Richards mentions that actually they would be disbursing the same amount of runs over more vehicles. Polk recalls actually being by the McCullough Station today and noticing that both vehicles were in the garage, which was shocking. Miller adds when he first came on, it was not unusual to see those trucks parked and the guys sitting out in front of the station waiving at cars that go by. Times have changed.

Councilman Ingram was going to ask how EMS is doing but President Robinson beat him to it. He was also going to ask about the planned ambulance in every Fire Station but Dishman got him there. That leaves the long-term plans mentioned and Ingram wonders how long. He would also love to get an entire look of the long-term plan they have for fire-based EMS. Chief Richards indicates relating to a long-term plan he mentions the Paramedics they have in schooling right now. It is a 2-year program with 7 individuals currently partaking although it is probably not a guarantee that all 7 will become employees. After that, they will put 6 more through the program. Once those classes have gone through, that opens up a lot of abilities

for the Department. However, that is 4 or 5 years down the road, best case scenario. Chief Miller adds they don't force anybody to be a Paramedic so a lot of those times the person has to want to become one. There may be a couple years where nobody goes to the school so that would put them back, a little, too. It is somewhat hard to pinpoint but the goal is to get people through the school.

Councilman Dishman confirms that Station No. 7 doesn't house an ambulance. The Chiefs' agree. Dishman questions if an ambulance would be dispatched from another station when the No. 7 fire truck goes out on a first responder call. Chief Miller states yes. Chief Clark adds No. 5 or No. 6, whichever one is able. Chief Richards comments that No. 7 does not lack, it just does not have one in close proximity. Dishman wasn't sure of the procedure. Chief Richards states it is dispatched at the same time. If it is a BLS unit then a squad unit will run so in all reality (since they don't have ALS ambulances all over) they could get three units at that one call.

Councilman Clark refers to Medical Supplies (line #104-24-422173) and notices that some changes were made there as they maneuvered some funds throughout the year. In thinking of logistics and in today's day and age, he wonders the strategy to making sure that these buses are supplied adequately and out in the front of maintaining levels of what is needed on these. Chief Clark explains when Covid hit she was able to stockpile (not really stockpile but bulk inventory up). The EMS Program were brand new at the time Covid hit so they have slowly been trying to build up inventory and wanted to get a decent bulk supply of things they use often. They are definitely trying to get much larger supply in house so that not only it will help them budget a bit better but when there are issues getting supplies (like when Covid hit) they wouldn't have to pay triple the price. That is exactly what happened and it seems like prices are not dropping. She definitely thinks of herself as a bargain shopper and compares different agencies to where it is the cheapest, which is usually the same brand just a matter of buying bulk and getting a discounted price. This saves the situation of running out or not having to pay triple the price when items come and then just judging from what was spent last year. She believes the run volume is going to stay about the same so does not foresee prices (really) being able to go up more than they already have. She thinks they have peaked, hopefully, during Covid and that they have a pretty good estimate (fingers crossed). Councilman Clark appreciates her strategy. He knows that supply chain issues effect many different businesses. Chief Richards gives Chief Clark some credit because she does a fantastic job doing inventory management. He recalls having at least a 30-day supply of most of their equipment. Another issue they ran into is just being unable to get the product. It is out of her control but she looks for other avenues. Chief Clark indicates it works out great, too, by having relationships with other agencies. She recalls trading with other agencies by indicating being short on this or that and being willing to drive to meet up and exchange. They try to do a good job if someone is short and loan to that agency and vice versa (if there is something they are having trouble getting their hands on, she will reach out). These agencies are all in this together and are all out here serving our communities and that relationship is going to continue into the future. Chief Miller states it has been surprising how much the interaction between agencies has worked so well during this crisis. As it was mentioned, they trade things back and forth. Other agencies may take a trip up to Muncie or we may go to New Castle or somewhere to pick-up supplies. He is really surprised and glad to see the agencies work together. Chief Clark has a perfect example and recalls when Covid was at its peak and no one could get masks, an employee with Rush County that works for the Health Department reached out to their EMA and had Muncie M95's when no one else could really get them. It makes it

really nice when they can all work together, sometimes loaning and sometimes people loaning to us if need be.

Councilwoman Selvey has learned that Mr. Matt Grindstaff of the Fire Department does an amazing job writing grants and she really appreciates how they have utilized his talent. She questions if he will be provided more time or hours to be writing those grants and if they could give an estimate of the amount of money that he has brought in to the Fire Department. In a conversation with him, Selvey knows there are more monies out there such as federal money that he would be willing to apply for but knows he is primarily a firefighter. Chief Richards indicates they are just now trying to start to get him some more flexibility and time to work on that. He spends a lot more time doing that in comparison to his normal role as Inspector. Dustin Clark, Prairie Creek Superintendent, has really helped out with several big grants including the off-road vehicles they can use for special events. Of the top of their head, they can confirm he has captured at least \$75,000 in grants in his spare time and is currently working on some fairly large ones. Chief Miller informs they just do not have a grant-writing position, so to speak, so when it was brought up, he was more than willing to go with it. Sometimes, they don't even know he is working on one until he comes to them and informs them that he has taken his own time to do that. Selvey hopes they can utilize him in that manner because he seems gifted in grant-writing, like Dustin Clark. She jokes a little bit of competition is good for the City. No further questions. In closing, Chief Richards extends the opportunity if anyone has any questions to come out anytime and see the equipment or ride on an ambulance. Robinson jokes that he and Ingram want to take one of the off-road vehicles and drive around for a little while.

Police and Fire Merit Commission

Chairman Robinson is not sure there is much needed to be covered on these mentioning they are pretty standard year to year. The only difference that he sees is the Police Merit Commission with an increase for Tests/Interviews/Eligibility Lists (line #101-46-439039) which makes sense because of the additional hiring process. Everyone on the Committee agrees there is no need for discussion.

Animal Shelter

Ethan Browning, Animal Shelter Director, wishes to share where they are currently at so they can start to plan to move forward. The Animal Sheltering field is currently in a bit of a nationwide crisis and MACS has a very high animal intake and is currently over capacity by at least 100 animals. This is due to low adoptions and average reclaims even with waiving fees (for the reclaims) and discounting adoption fees to \$5 per animal. Many of the animals have completely waived fees so it is free to adopt them if they have been at the Shelter longer than 6 months or are older than 6 years old. They also offer free adoptions to first responders, veterans and senior citizens. They are really doing about all they can to promote and reduce any barriers there are to adoptions. Right now, there are animals in every office, including what is supposed to be the Assistant's office and the laundry room. Many of the crates are out of stock or on backorder due to transportation or labor issues among the manufacturers so they have had a really hard time getting crates to house the animals. Rescues are not pulling animals currently because everywhere is just so full. He recalls reaching out to the National Humane Society and the ASPCA who neither had any advice for him because everywhere is just so full across the nation. It is a national issue and is unprecedented at this point so there is a lot they have to pivot and adjust to this year that was not necessarily planned for. They have

had a very high number of neglect and abandonment cases and are seeing a lot of increase in homelessness which many of those people have pets. There has been 24 neglect/abandonment (and sometimes hoarding) cases counting so far this year and those cases can have 2 to 100 animals per case. MACS is still getting at least a dozen calls daily of owners wanting to surrender their pets which they cannot take any in because they are so full housing the truly homeless and stray animals and animals that came to them through neglect situations that are tied up in court. MACS does, however, provide resources to the owners such as private rescues that are local to Muncie and low cost options for clinics as well but are still taking in quite a bit of abandoned animals. Director Browning continues that they are having a hard time finding and retaining part-time Caretakers (Cat Caretakers) and 1 Animal Control Officer mainly due to lack of applicants. Often, applicants will apply and schedule an interview and then not show up or even call to cancel the interview. That is very disappointing. Due to the shortage of part-time employees, he has not been able to fill those planned full-time positions he wanted to. With that, the full-time positions are Monday through Friday. Regarding the part-time positions, the Shelter wouldn't have any staff to cover the weekends if he was to promote (for example) one of the Dog Caretakers. That would leave them short someone throughout the weekends. The same situation with the full-time position of Cat Caretaker which currently none of the current Cat Caretakers are interested in the full-time position and there hasn't been any outside applicants despite running the post twice this year. Similarly, they cannot promote the current part-time Animal Control Officer to the full-time position because Animal Control is 24/7, weekdays, weeknights, holidays and weekends so the full-time positions work Monday through Friday. Again, they have to have those stable part-time staff to be able to even fill those full-time positions and still meet the needs of the Department. Due to that, the part-time labor spending is high. The Caretakers are struggling with compassion fatigue and burnout. They have a very high turnover quitting due to the workload, labor intensity and the low wages in comparison to some of the other job opportunities currently available. It is a very competitive market right now. The high turnover leads to waste of training and hiring cost, which is some of the part-time labor spending. Browning recalls actually having to use funds from the unfilled Assistant Director position, the unfilled full-time Dog and Cat Tech position and the unfilled full-time Animal Control Officer position to cover that overage in the part-time line. That high turnover puts further strain on remaining staff and then perpetuates the turnover even more so. He then recalls including a staffing calculator in the information he earlier provided that is pretty much the same as he provided last year of what they need per day for each position. Currently, it is showing that are short \$31,000 to even pay \$10.10 across the board and to have the adequate number of staff. If they were to pay the \$11.75 (which is the max) they would be close to \$60,000 over in the part-time budget. It is a concern he has with not being able to attract qualified and dedicated employees and retain them due to how competitive the market is right now. That is why, if looking at their current budget report, some things have been adjusted and moved around as everything didn't go as they had hoped in suffering some struggles this year. For the budget proposal for 2022, there were some errors on the proposed budget sheet which he has detailed in the notes he provided. The increases they are proposing are 3% increase on everything excluding labor. That wasn't a very large amount so he wanted to put it where it would make the most difference. Browning has a few things he would like to go more in depth for the Committee to consider that isn't on the proposal. First, the part-time funding of \$125,000 (line #101-15-411046) is insufficient to care for 400 or more animals. Referring back to that staffing calculator sheet, to pay all of the current employees, \$11.75 would leave them short \$57,000 in the part-time budget. Again, they had to use those unfilled full-time positions to cover those part-time overages. In good news, they will have an Assistant Director joining them next Monday but that puts them in a tight spot looking for 2022 as they won't have that leeway. As always, there are some things that are just variables that he can't really predict but would like to make aware of.

Institutional & Medical (line # 101-15-422132) current spending is \$175,000 in which a majority of has been used however the Shelter also receives donations that have been used along with spay and neuter funds, a PETCO grant and a Bissell grant. That is wonderful and allows them to provide the animals the services that they need, however, those things are not always guaranteed so they may not receive a grant in 2022 and also may not receive as many donations into the donation fund. The Spay & Neuter fund is funded by a percentage of the adoption fees so if they are discounting the adoptions fees then they are not getting as much money in that fund as well. Food & Litter (line # 101-15-422141) is another variable depending on how many animals they are taking in and the volunteer and rescue partners. Luckily, right out they receive a lot of donations. Three of their very own dedicated volunteers actually pay out of their own pockets and use their own box trucks to go buy discounted food through the Indy Humane Rescue Relief Program. If the donations are low or the volunteers are not able to donate their time (for example, if they sell their business and no longer have a box truck then they obviously wouldn't be able to do that). That is something they would then have to pivot and figure out. As of right now, the community has been fantastic. He recalls anytime they put a plea out that help is needed, the community is just there with open arms. They had 84 packages delivered shortly after putting out the post about the 19 cats dumped in a crate on Reynard Rd. People just really step up when they need them to so they are very blessed in that regard. It is just another variable he wanted to point out that it just depends on volunteers and what is available out there at a discount. Director Browning continues they have a \$5,000 budget a year in Auto Repairs (line #101-15-436021) to maintain 6 vehicles which is obviously not adequate and any costly repair or maintenance would put them way over this line item. That's something to be aware of as well in case it ever comes up. For Building Maintenance (line #101-15-436025), they are budgeted \$15,000 which \$10,000 of that (or two-thirds) is taken up with the preventive maintenance service contract leaving an actual \$5,000 for any actual repairs or breakdowns. To give an example of what that entails, he lists 10 heating and cooling units, 3 exhaust fans, 1 commercial boiler and holding tank, 2 commercial washers, a commercial dryer, a lift station with 2 pumps and then 17,000 square foot of roof and building. Lastly, for Other Services & Charges (line #101-15-439071), Browning explains the Rescue Coordinator's contracted annual salary is \$18,000 a year and being established last year that she more than earns that by working 40 or more hours a week and donating her time getting grants and transferring more than half of their animal outcomes to rescue partners. She is vital there but they are only budgeted the \$15,000 for this line item. Knowing that he couldn't take her full salary out of that line item, he had to take it out of their Donation Fund. That doesn't leave money there for true other services and is risky because they may need those donations (like he had been using) for their Institutional & Medical (422132) to cover that. Again, that is just some variables to be aware of but is most concerned about the part-time and claims it is most important.

Councilman Dishman questions where the money goes when a person is cited by MACS and taken to City Court. Browning, to his knowledge, states it goes to the City. Dishman asks if it goes back into the Animal Shelter budget. Browning states no, not to his knowledge but he cannot speak to it past getting the \$4 continuing education fee per ticket. Browning believes it goes into court costs but is not 100% sure on that. Dishman then questions is people in the county get taken to City Court, as well. Browning explains the Shelter can't site a City of Muncie ordinance in the county so that is another issue in itself. Dishman wonders why Browning proposed his budget too short for if he is having all these shortfalls. Browning claims he did not have a chance to look over it before it was submitted to Council. Dishman states that just doesn't sound right to him.

Councilwoman Selvey questions the amount in the budget for Pet Food. Director Browning states it is \$10,000 and for both food and litter (422141). Selvey appreciates the volunteers that are buying the food with their own money but as a city, they can't allow that

and suggests that being too low. Obviously, if Browning knows that they are always looking for food and asking people for food then doesn't want him to be afraid to raise that budget. She personally thinks he does a great job and was very pleased when she received his second email with the appropriate changes. Everyone on the Council was pleased with that. He is doing God's work for all animal lovers so she thanks him.

Councilman Clark looks as the budget adjustments are creeping up to \$1 million and clarifies that of the original budget was given to Council, four errors were pointed out and now he is requesting twelve more increases to different line items. Clark questions what other revenues outside of what the City provides is the Shelter seeing, such as grants and fundraisers. He knows that many other facilities rely heavily on monies raised outside of the city budget and questions what is the Animal Shelter revenues are estimated at outside of the City budget. Director Browning states, again, that is a variable so they apply for these grants and it is not guaranteed they will get them. This year, they obtained a \$20,000 grant for Institutional & Medical needs so that's where he can tell how much they have taken out of that grant so far. They also received \$5,000 Bissell grant which has since been exhausted. Outside of that, they do fundraising but explains it's really hard to find someone to fundraise when his part part-time staff that are not supposed to be going over 28 hours a week are going over 40. Clark knows there are many other cities that partner with non-for-profits and other entities that provide substantial amounts of their budgets each year. Clark wonders if the board is not active in supporting Browning and this cause or is it something he just doesn't have time to look for. Browning states he is not sure what exists outside of local rescues and acknowledges partnering with national rescues and being on the phone with the HSUS today and ASPCA this week but everything is just tapped. Clark questions if Browning sees his staffing issue changing because this seems like it is across the board, no matter what department. He acknowledges being short on staff the entire year and wonders if there is a new approach for recruitment for retention. Browning states currently, they pay to advertise on Indeed but have also went to job fairs and put out press releases for the radio stations. When the earlier mentioned cats were dumped, it was mentioned in Newsweek and was included that they are hiring and are always in need.

Councilman Polk questions how often they go to Indianapolis to pick up food. Director Browning explains they have to be invited so enrolled in their rescue partner program. An invite will be sent out letting them know when there will be donations for purchase. This year, they were affected by Covid and labor shortage and redid their entire warehouse so there were several months when that wasn't even being offered at all. However, there is supposed to be another one within the next couple of weeks. Usually, it is monthly in the summer and then every other month as it tapers throughout the year. Polk wonders if they get an invite every time. Browning states yes, whenever it's offered (since it is not always offered every month).

Councilwoman Selvey refers to the two full-time positions Browning earlier mentioned that are unfilled. He then went into speaking about all the overtime they have. She wishes for it to be explained why he was not able to fill those two full-time positions by the time needed and how would filling those two full-time position effective Overtime (line #101-15-411160) such as reducing it and making the operations of the Animal Shelter better. Director Browning states there are three full-time positions that have been unfilled, not including Assistant Director position. The full-time Cat Caretaker position and the full-time Dog Caretaker position are management positions so serve as the lead over the part-time Cat and Dog Caretakers. Speaking first on the full-time Cat manager job, no one applied internally or externally for that position despite running it twice. Speaking on the full-time Dog Caretaker, he indicates there is someone in the Department that is interested. However, that's a Monday through Friday position and there is a lot of fairly new employees and it's a dangerous job in there with the dogs at some times. Therefore, he can't run the staff short on the weekends just to be able to move her Monday through Friday, at least not until they have a stable part-

time base. To speak on the full-time Animal Control Officer position, Animal Control is out running runs right now. It's 24/7 and does not stop. It doesn't just stop once the building closes at 5:30. Someone has to take the phone and truck home and run calls, Saturdays and Sundays included. With those full-time positions, they're working Monday through Friday. Browning explains he cannot have the same person work Saturday and Sunday because that is 48 hours in a row on call. He needs at least 3 dedicated and stable part-time Animal Control Officers to be able to rotate through all those on-call hours, Monday through Friday weeknights and the whole day Saturdays and Sundays.

Councilman Ingram questions the animal numbers in comparison to last year. Director Browning informs that they have currently taken in 547 more animals than this time last year with much less of an experienced staff, as well, because of the high turnover. There has been less adoptions so there is more animals on hand, with 306 cats in the building actually several days ago. They just keep coming in so he would say they are closer to around 330 cats in the building at the current moment. They have 72 dogs in the building but also utilize fosters as well so have tapped into that resource. There are 75 animals in their custody but that are in foster homes, not in the Shelter although still responsible for their medical care and supplies. Those foster families take those animals home so there is room in the Shelter. Currently, they have at least 453 in their custody. Ingram wonders if this something due to Covid or if this is what is considered the new norm and should they be planning for that or is this something we need to augment until we have gotten through this crisis. Browning is not sure what the cause is exactly but knows it coordinates with the homelessness we are seeing. There is a lot of homelessness out there. The Shelter works hand in hand with the Health Department being called out to the same calls. They support each other and the Health Officer he works with has never seen anything like it as well, it is just really bad out there right now. Mental illness, substance abuse, homelessness and poverty is all very bad right now. He can't say that is directly from Covid or not and can only speculate but expected to have more animal intake this year because they were low last year recalling about 2,300 animals last year. They are already at that number this year. Last year's intake was considerably lower than normal and they usually hit where they are at about now or 2,900 or 3,000 animals a year. The rise in neglect and abandonment cases is new that they are experiencing meaning people are not coming back for their animals and are leaving their animals behind after moving away. They are also seeing a lower number of adoptions. So, paired with the lower number of reclaims and adoptions and the rescues being full, he believes there is 247 animals less that have gone to rescue than this time last year. Less animals are leaving the building and more animals are coming in. He wishes he had a concrete answer if this is going to be this way next year (and he hopes not) but he would rather plan for the worst and hope for the best.

Clark confirms 2,311 intake last year and currently at 2,306 for this year and notes that is a significant difference. A positive he did see was that August and September adoptions were up so grants them good work there. Director Browning indicates that is due in large part of staff promoting the animals and severely discounting their adoption fees, which has a consequence to it as well resulting in not that much being banked into their Spay & Neuter Fund, where a proportion of the adoption fees go. With waiving the reclaim fee so that owners can pick up their pets if they gotten lose and end up at the Shelter, that fee is waived because the goal is for that animal to go back home. In turn, that does affect the revenue because the reclaim fees help support the Capital Purchase fund, which would be improvements to the building. It is slow growing as is because they only get 20% of it. Clark goes back to food and mentions the trips that individuals are taking down there. He questions if there has been any thought to create a regional pet food hub here where we would receive some of those larger bulk donations and distribute out. He wonders if that is something they can possibly do to cut down on those trips and then MACS would be in control of those larger amounts. Browning indicates that would be a good idea but he is not sure how to set that up. He knows that Indy

Human Rescue Relief Program is what that is currently provided though and a lot of that has been donated to them through Chewy so he is not sure what type of a partnership that would require but he would definitely be willing to look into it. The only issue (he thinks) they would run into outside of figuring out how to establish that partnership would be storage of that food. Clark was just thinking more in terms of how they handle feeding our local human population with regional food hubs and the way that is distributed so it was just a thought. Browning, again, states that is definitely worth looking into. He will add that majority of that Food & Litter fund is spent on the litter as they get a lot more food donated than litter. One pallet of litter can be a couple hundred dollars and it goes quick when you have 350 cats in the building.

Councilman Green wonders if there was thought of contacting some of the manufacturers of the different brands of food and perhaps the brands that have litter, too, to see if they can help by possibly donating as many of the manufacturers have done that in quantity. Browning states that is a great idea and he will definitely look into that. They have reached out to local supply manufacturers for crates and such which most of their material is stuck out on the sea but agrees that would be something to look into.

Councilwoman Selvey appreciates everyone encouraging Browning to apply for donations and figure out this and that but as a City, we should be able to feed our animals. She doesn't think they need to put that much pressure on him to at least house and feed them. She has no problem with him telling her that they raise money to fix a structural problem but when it comes to feeding those animals, the amount that is budgeted is too low. She claims Mr. Browning shouldn't have to worry about that as it should be provided and can't imagine her own dog going without food and this is somebody else's pet who is loved even if they aren't taken care of. For clarification, Director Browning informs that none of the animals ever go without, it is just a lot to keep in stock. Selvey confirms it would take the pressure off Browning if the food budget was a little bit higher but Browning informs he is more concerned with the labor. They have these avenues that they are (not quite) exhausting for Food & Litter, it is just, again, a variable that he would like to put out there. What he is most concerned about is the part-time budget because most of his staff, as he earlier said, are suffering from compassion fatigue, leaving for other better-paying positions or quitting due to the workload.

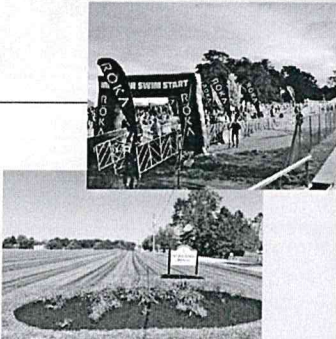
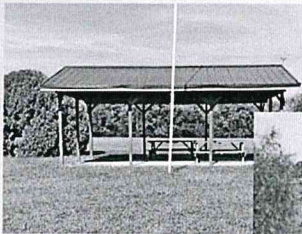



Clark questions if there is a plan for the Shelter to pursue the maximum low wage of \$15 an hour for part-time. Browning refers to the staffing calculator he provided and where he broke down their staff for the slow season and busy season of how many staff they are going to need as a minimum. The hours are listed along with a comparison of the pay rate. As it was mentioned earlier, for the minimum amount of staff being paid at \$10.10 an hour (without filling those full-time positions) that amount is \$193,000. With filling those two full-time Dog and Cat Tech positions, that amounts to \$156,000. So, currently, it is budgeted at \$125,000. To pay all of the employees at \$15 an hour, they would be short \$107,000 to be able to do so. He recalls they are currently short \$60,000 to be able to pay all of the employees \$11.75. It is a very extensive operation. Being someone new to sheltering before he started, he had no idea how dynamic and how much work goes into sheltering and Animal Control as well. It takes a lot of work and right now, they are not attracting people who are dedicated and have the skill sets and experience. On top of the workload and wage, they don't stay and it is then a constant turnover.

Councilman Polk questions the lowest pay per hour on full-time. Director Browning recalls it is \$15.04 hourly wage. He knows it is hard to say but questions the wage that would allow them to hire enough part-time staff. Browning states he would have to compare with local businesses. The majority of the population they are attracting right now are college students who have an already determined career path. For the full-time Dog and Cat Tech positions budgeted at \$14, it is a loaded question and he would love to be able to pay them a living wage. Polk comments on his daughter being a college student working at a restaurant

making \$10 an hour. (He adds that Pizza King is offering \$12 to \$14). He believes it is a national crises and doesn't think it is solely for Muncie. Ideally, to answer Polk's question best, Browning explains for them to attract applicants that are hoping to stay within the animal field, they would have to pay them at least \$13 or \$14 part-time. That is still low compared to local clinics. Over the years, he recalls they have actually had several people that came and trained at the Shelter but left to pursue employment at other clinics. Polk comments similarly to the police officers who are joining the Police Department and then leaving to work somewhere else. Polk thanks Browning for all he does and knows that Animal Control has never been a big budgeted item but as Councilwoman Selvey said, he should not have to struggle to do this. Browning indicates he is doing the administrative work and the planning but what makes it happen every day is the staff. They wouldn't be able to do it without them and the community that donates and thanks everyone for listening. No further questions.

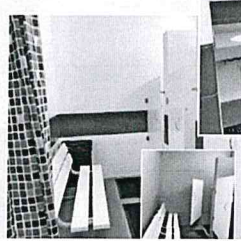
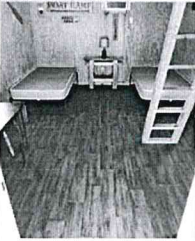
Prairie Creek

The below slides are referenced in the presentation by their slide number.

<p>1.</p> <p>OUR MISSION AND FOCUS</p> <ul style="list-style-type: none"> The mission of the Prairie Creek Park is to provide guidance for responsible, ecologically sound development that considers quality of life and protection enhancement of Prairie Creek Reservoir and supporting watershed as an asset recognizing the reservoir's primary purpose as a secondary drinking water source for the City of Muncie. Our focus is to protect and ensure the longevity of the park and reservoir while increasing the quality of life for residents of Delaware County and enhance visitor experience by improving accessibility, usability and enjoyment of the reservoir. 	<p>2.</p> <p>PRAIRIE CREEK EMPLOYEES</p> <ul style="list-style-type: none"> Prairie Creek runs on very little staffing. There is a total of 3 full-time employees; 1 is in the office and 2 in the garage. Currently, there is 5 regular part-time employees. During peak season, 15+ seasonal employees are hired to provide security, lifeguards and cleaning staff. From October 31st through beginning of January, most of the grounds crew are working to remove the piers. Starting the end of February until the beginning of May they are re-installing them. During the summer months, the crews are mowing 5-6 days a week and making daily repairs on work orders.
<p>3.</p> <p>2021 ACCOMPLISHMENTS</p> <ul style="list-style-type: none"> Replaced failing water heater in campground shower house to a more efficient tankless water heater and added a water softener. Finished the accessible pier. Also added an accessible porta lot for easy access. Had a successful international Ironman race. Working to resolve non-complaint health code violations with Indiana State Department of Health. Repaired and added new metal roof to multiple buildings on the property. Replaced fencing around beach parking lot. Replaced signage. All park signs will now follow the sign ordinance. Reestablished native orchard. 	<p>4.</p>  <p>Repaired the roof and painted the shelter by the boat launch</p>  <p>Worked with TeenWorks to create more bank fishing space.</p>
<p>5.</p>  <p>Replaced fence posts around the beach parking lot</p>	<p>6.</p>  <p>With the help of the Street Department, we have replaced all of our signs. With many more to come!</p>

7.

Added flooring and made repairs to the overnight cabins



Made several repairs and upgraded the bath house at the campground.

8.

GOALS FOR 2022

- Renovate the exterior of campground restrooms
- Continue to expand areas for bank fishing
- Continue to catch up on deferred maintenance
- Continue to replace fencing around the park
- Purchase of vehicles
- Landscape around our new signs
- Invasive plant removal
- Purchase a bobcat
- Purchase 2 mowers
- Make repairs and updates of the upstairs portion of the main office for rentable banquet space.
- Remove outdated playground equipment
- Provide ADA accessible boat docks
- Provide first of new ADA accessible fishing piers
- Installation of pollinator field and trees
- Edit and review rules, set of codes to make more uniform for entire park
- Increase staff for security and maintenance

9.

BUDGET SUMMARY

Expense

- Increased park security over \$14,000. The increase is intended for off duty/reserve officers to work peak times to aid our regular security staff.
- Increased Mowing/Capital Improvement by \$10000. This is to fund newer vehicles, mowers and/or a Bobcat.
- Changes in health insurance were changed to reflect the updated costs. Past amounts were incorrect.

Revenue

- At current fee structure our expected revenue would be the same as previous seasons.

10.

Department: PRAIRIE CREEK PARK		2022 BUDGET		ADJUSTMENTS
Line Item	CATEGORY / LINE ITEM	2021 AMOUNT	2022 BUDGET	
201-29-411007	OPERATIONS MANAGER-ASHLEY	\$41,700.00	\$45,000.00	3,300.00
201-29-411008	GROUNDKEEPER/PLANTER FULL TIME	\$109,500.00	\$112,800.00	3,300.00
201-29-411009	BEACH ATTENDANTS (PREVIOUSLY LIFEGUARDS)	\$11,932.00	\$12,825.00	893.00
201-29-411010	PARK SECURITY	\$40,293.54	\$45,000.00	4,706.46
201-29-411146	PART TIME LAUNCH	\$115,401.00	\$108,400.00	(7,001.00)
201-29-411160	OVERVIEW	\$8,500.00	\$8,500.00	NO CHANGE
201-29-411011	VEHICLE EXPENSE X 6.2%	\$20,516.48	\$21,041.48	525.00
201-29-411012	RECREATION EXPENSE X 1.45%	\$1,708.21	\$1,761.46	53.25
201-29-411017	PERF EXPENSE X 11.2%	\$17,167.66	\$17,883.01	715.35
201-29-411025	HEALTH INSURANCE (\$10,000 X 4)	\$40,000.00	\$17,000.00	(23,000.00)
201-29-411026	LIFE INSURANCE (\$5.14 per month)	\$6,168.00	\$7,368.00	1,200.00
201-29-411036	EMPLOYEE UNIFORMS	\$2,675.00	\$2,675.00	NO CHANGE
201-29-411065	UNIFORMS	\$1,000.00	\$1,000.00	NO CHANGE
201-29-411085	TRAINING, FEES AND TRAVEL	\$1,500.00	\$1,500.00	NO CHANGE
201-29-411081	OFFICE SUPPLIES	\$8,500.00	\$8,500.00	NO CHANGE
201-29-411021	GAS & OIL	\$15,500.00	\$15,500.00	NO CHANGE
201-29-411023	TOWNS	\$1,500.00	\$1,500.00	NO CHANGE
201-29-411031	EQUIPMENT RENTAL, REPAIR AND MAINTENANCE	\$8,500.00	\$8,500.00	NO CHANGE
201-29-411036	PITCHING, PAVING, TRAIL, BUNKER FEES	\$5,937.00	\$5,937.00	NO CHANGE
201-29-411035	PROMOTION OF BUSINESS	\$1,000.00	\$1,000.00	NO CHANGE
201-29-411071	SALES AND TAXES	\$1,000.00	\$1,000.00	NO CHANGE
201-29-411072	REPAIR AND MAINTENANCE	\$18,000.00	\$18,000.00	NO CHANGE
201-29-411081	POSTAGE	\$1,500.00	\$1,500.00	NO CHANGE
201-29-411031	INSTITUTIONAL SUPPLIES	\$10,000.00	\$10,000.00	NO CHANGE
201-29-411031	TELEPHONE	\$5,250.00	\$5,250.00	NO CHANGE
201-29-411031	OTHER INSURANCE	\$17,500.00	\$17,500.00	NO CHANGE
201-29-411031	ELECTRIC	\$96,853.00	\$96,853.00	NO CHANGE
201-29-411031	OTHER SERVICES & CHARGES	\$11,729.28	\$11,729.28	NO CHANGE
201-29-411031	MOWING/CAPITAL IMPROVEMENT	\$40,000.00	\$40,000.00	NO CHANGE
201-29-411031	TOTAL	\$751,511.54	\$758,111.67	6,600.13
PROJECTED REVENUE (\$758,111.55)				
		\$ 751,511.54	\$758,111.67	6,600.13

11.

FINAL THOUGHTS

- The park needs extensive renovations to become code compliant
- Address camping / docks fee's to become financially stable.
- Address staffing issues.



Dustin Clark, Prairie Creek Superintendent, has a presentation explaining what they accomplished this year and what they can look forward to next year out at Prairie Creek Reservoir. And begins with slide #1. Prairie Creek is both a recreation facility and back-up water supply. Moving on to slide #2, he explains they have a pretty extensive staff currently running on 3 full-time employees; Junior, a 30-year veteran of the City with 25 years out at Prairie Creek, Woody and Ashley, who is here tonight. A little over 2,100 almost 2,200 acres 2200 acres is what they are responsible for maintaining. They also have 15 seasonal employees with majority of the work being really spring and summer however they don't really quit. He notes October 31st will be the last camping/dock day and they will be pulling out docs from that point through December. Their fingers are crossed they don't go into January this year. The goal is to have them out by December/January depending on the ice and weather then immediately turn right turn right back around and start again. Ashley adds they

would like to start mid to late February but this year got a late start because the ice was so the lake a little bit longer but it just depends. There is only about a 6-8 week window of actual internal maintenance. Moving on to some of their accomplishments in slide #3, D. Clark explains how the current campground of 220+ sites was running on one single unstable water heater that was plumbed directly from a well with no filter system or shut-off valves... and the system finally blew. It was on Labor Day weekend, Saturday morning which meant that they had to shut off the water to everything. At the last minute, they made what he believes is the correct decision to not only replace the existing system but to upgrade it making it code compliant. They now have shut off systems and three individual gas tank-less water heaters making them far more efficient. If one goes down, they can still limp on the other two instead of shutting down everyone. Ashley added they also added a water softener which they have never had out there so that is a pretty big deal. D. Clark continues that they finished moving the accessible pier and added an accessible portalet for times that the Office is closed. A full 140 international Iron Man was recently held which is a huge event. He thanks several people on the Council, the Mayor and several people in the audience such as Fire Chief Miller as they could not have done that program without everybody's assistance. He states it was a massive undertaking by the staff. Continuing on, they are still getting in health code compliance with a couple other issues. They have been replacing fencing at the beach, signage (which they will talk more about later) and encouraging more of an ecological side putting in a Native Orchard that is about 80% completed. That all means less mowing, more native foods and more tree cover so more shade. It's a plus, plus, plus. D. Clark continues explaining they have had good conversations with past Prairie Creek Directors such as Matt Walker, Ivan Gregory and Harvey Wright and these are things they have been wanting to do for the past decade or more but didn't have the funds. The city has been wanting to do this deferred maintenance and with the Mayor's help, they are now putting it into place and getting it caught up. It will be seen that they are putting in new metal roofs instead of the old asphalt roofs. He explains that because they don't have a large staff, they do lots of stuff with volunteer groups. TeenWorks has been tremendous. The photo in slide #4 is a group trying to increase bank fishing. That can be one of their biggest issues when, over time, vegetation grows up and they have less bank fishing so are trying to reclaim a lot of that, especially with the groups help. At one point it was calculated they had almost 2,000 hours of volunteer labor time in. Ashley adds they did hard manual work and ended up covered in poison ivy. A lot of the kids had to get a steroid shot so they are the real MVPs because they suffered that and did a great job. D. Clark acknowledges Kari Wissel with TeenWorks reported last year and this year that Prairie Creek was the only site the kids requested to come back to. Even though this is one of the hardest places to work, they appreciate being out there and the extra little stuff being done for them (such as concession stand opportunities, beach time and then a free day to come out and enjoy the park system). The next photo on slide #5 shows new safety features and fencing and D. Clark explains they are replacing literally thousands of feet of linear cable with new 6x6 posts all throughout the park. It is all about safety. They focused quite a bit on the beach for obvious reasons, as it is one of their most heavily trafficked areas. Referring to slide #6, they have never been in City compliance on signage so they have adopted the City ordinance for signs. In going through the Park, they removed any old, decrepit and inappropriate signs and put in new City ordinance appropriate signs. All of the sub-signs and main signs are in, it is just the directional signs that have yet to go up and the navigational signs will be last. Ashley refers to slide #7 and states the first picture shows one of the 5 overnight cabins that are sold out just about every weekend. The cabins have been there about 7 years so it has come to a point where they didn't really put a lot of money into them but with 7 years' worth of every weekend use, some things needed to be replaced. Beforehand, they are literally like a shed with some beds and a table. They used to have plywood floor so this year they put some vinyl flooring down to make it a little cleaner and additionally to where they can mop making it cleaner for

everyone. They also replaced the lights and some of the bedframes and some signs on the front, which Ashley took home and did herself. D. Clark adds there were improvements to the lamps, tables, chairs and exterior decorations. Ashley continues referencing the other pictures on slide #7 of the shower house that was in rough shape so they improved it with some colored paint in addition to a bathroom counter with bigger mirrors, automatic flush toilets and hand soap dispensers. It made it a lot nicer in there. The only thing that didn't turn out was the epoxy floor that didn't really stick so they might redo those over the winter with resurfaced concrete. Everybody has been really happy with the revamp of the bathhouse. D. Clark adds they put in a lot of LED lights to try and replace the old fluorescents (old ballasts) getting rid of some of those. Also, the automatic flush toilets save both on labor and cleanliness. The hand sanitizers, automatic soap machines and automatic faucets mitigate water usage and offer the encouragement of people to wash their hands and be a little cleaner. Slide #8 has goals for the upcoming year of 2022. D. Clark explains they want to renovate the exterior of the campground restroom (the shower house they just discussed) as they have done the interior and now want to do the exterior. They also want to continue to expand bank fishing, catch up on deferred maintenance, replace fencing around the park and purchase park vehicles. They are in need of vehicles. Although have been very fortunate to get their hands on some hand-me-down vehicles, especially from the Police Department who has provided a couple vehicles over the years, he explains they need more and better vehicles. Most of the vehicles they get are because another department is getting rid of them and they're at the end of their life already so they would sure love to give the staff some decent vehicles to ride around in. Continuing down the list, adding landscape around the new signs is a goal as well as invasive plant removal, which is part of the Five-Year Plan that is about 13 years out of date. That invasive species removal goes back to that bank fishing which goes back to site restoration which goes back to the ecological mandate, therefore, it doesn't seem like it's super important but this is one of the pillars of the that area is to keep it nice and pristine. Invasive species removal is actually really big on the list. They were lucky enough through two successes of Covid to purchase an upgraded a tractor, the first in 25 years. Now, they are working with another department that has a piece of equipment that no longer functions the way it should (a Bobcat) and revamp it with the help of the Street Departments mechanics to hopefully to turn that in on a long-term lease program. He explains by the time they figured out how much is paid to rent a bobcat, the amount is less than what would be paid to at least get a new one every three years. So, Prairie Creek could be in the possession of a new Bobcat every three years from this point forward for less than they pay for rental now. That's one of the goals for next year. Purchased this year were 2 mowers but they would surely like to purchase two more next year and them make repairs and update a portion of the main office. The big building that was purchased last year is housing their new office with occupied rental space upstairs. A camp store was expanded this year and D. Clark thinks they are happy with that situation. There is still one space left that they are holding and explains they no longer have the lodge rental building that the public use to be able to use. It got heavily used but there was no maintenance put in and the roof finally gave way. It can be seen from the boat launch office that it is so deteriorated can't even use it for storage as it is unsafe. They will have to do something about that building, however, have a new opportunity with the new office. There is a beautiful space set up with a kitchen, seating area and a balcony that overlooks the water and feel that that rental space can be a good revenue generator to help create another line of revenue. Between rentals, weddings and birthdays, they could have that venue rented consistently for new revenue streams. Ashley adds they also want to remove more outdated playground equipment, especially in area they refer to as the 'scary playground' with really old equipment that nobody plays on anymore but will be getting removed soon. They want to provide some ADA accessible boat docks that are actually for docking your boat, something that is not available now. They are really working towards that and is something

people really want. It would include even the path down to the docks and everything else to make sure that everybody can be included. She explains there are people that have requested that and that's something that obviously they would want to provide. Another thing is to provide the first of many new ADA accessible fishing piers. More than one. She knows it's been rough try to move the other one but anyone that has been out on it can realize how brittle it is. It received more attention now than it ever has so some people went out there for the first time and questioned her if it was supposed to be that brittle and the answer is it's not. D. Clark adds it is past its lifespan. Ashley indicates they want to put in something nicer and make sure it is out on the main lake so everyone can enjoy it. They are also going to work towards installation of pollinator fields and trees to try to bring back the natural landscape to the area. Something that she will probably be working on the lot over the winter time is editing and reviewing the overall rules for the park and campground and work with the DNR (Department of Natural Resources) to kind of merge both sets of rules together. With that, they can kind of work in unison. She adds they want to work towards increasing their staff for security and maintenance which they will go into more detail later but they want to look how to get better security for the park next year rather they bring in a Reserve officer or some off-duty officers during their peak times. Speaking to some increase expenses on slide #9 that will be seen (and notes that slide #10 will further detail it in color) include an increase of \$14,000 (line #203-29-411074) intended for an off-duty and or Reserve officer to work during peak times and aide in their regular security. D. Clark recalls have a previous and brief discussion with Chief Sloan about Prairie Creek and what has been done in the past. They have paid to train someone hired them as a Prairie Creek employee (Security). This is versus them being a City Police Officer where Prairie Creek would send them to academy training but they would actually be a Prairie Creek employee showing up on their line item. They would be a full officer with arrest powers and rights and responsibilities but only out at Prairie Creek. Also, an increase to Mowing/Capital Improvements (line #203-29-444081) is \$10,000 which they earlier discussed and the Bobcat on there as well. There will be change in the Health Insurance (line #203-29-413025) and Life Insurance (line #203-29-413026) mainly due to updating. He gives Ashley credit for going through and separating out some of the line items for healthcare expenses and bringing those more in line and up to date. In regards to revenue, D. Clark explains at the current fee structures, the expected revenues they have had in previous years, slide #10 is probably what most questions will be over. It details previous year, the year budgeted for, showing \$758,111.67 leaving them \$0.12 in the black. Again, this is not City Taxpayer money and is money that generated by them and putting back into Prairie Creek and they are 12¢ cents in the good for every dollar spent. Slide #1, the last slide, has their finals thoughts. All in all, they really want to get this place in a code compliance and are trying to do everything they can to do so. Again, there has been communication with previous Administrations who really wanted to do some of these things but just weren't given the tools. D. Clark states they have been lucky enough to be introduced to some people and repaired some relationships with American Water along with having a supportive Mayor and using a lot of very generous people from other departments. All those skill-sets are helping them catch up ground on Prairie Creek from a decade-plus of deferred maintenance. He adds they want to address the fee structures to make sure they are always financially stable. In regards to staffing issues, they are constantly re-evaluating. He claims they are very supportive and actually have some employees that help get them through the year already at that \$15.00 an hour and they would like to see that for a lot of the seasonal hires. They think that that would be a big boost as they have a lot of unspent money in their seasonal money and if they could have hired more, they would have but just didn't have the applications. Part of the reason D. Clark thinks they had such poor application interest is because of the amount of pay being offered. He claims they are not an air-conditioned office cubicle or paper pushers. It is labor intensive, even just the mowing and weed eating. Mowing or weed eating for 8+ hours a day is

difficult work for \$10.10 an hour, let alone putting in and pulling out piers in rain, shine, snow, sleet and ice. Obviously, they are always looking to make sure that the County, as a whole, realizes that this is just an untouched jewel that everybody needs to know about. In terms of self-serving, the more people who know about it means more annual launches are sold which means more revenue which means more things get fixed. D. Clark wants people to know about this place and there is no reason that we should not be up there with Geist or Eagle Creek or at that state park level.

Councilman Ingram thanks them for all of the things they have been doing for Prairie Creek and states it is absolutely amazing out there with the improvements and such. He mentions the talks with D. Clark and the Mayor about ADA docks so he is very happy to see they're finally moving on that as well and grants them a good job. Although, Ingram noticed there was about a \$2,000 decrease in the line for Lifeguards (line #203-29-411070) and he knows there were some issues and that they actually had to close the beach a couple of times because there were no lifeguards. D. Clark states part of it is two different management styles. He could have 14 of them work shorter shifts but then he would have fewer people so if they have slightly less staff, overall, they get a longer shift (so instead of a 4-hour-shift, they would get a 6 or 8-hour-shift). He needs fewer of them so would need fewer dollars. To make it worthwhile, even though they would say that they only wanted a 4-hour-shift, he would end up paying them for a 5 or 6-hour-shift and then invariably, they would offer to stay over and work. It ended up costing a little more to have them. There are other plans in the future (as he believe a couple councilmembers are aware) which, again, is a future thing and they will wait to see what happens with that. Ingram states that is why he was asking. D. Clark indicates it is budgeted for next year and in the worst-case scenario, they have money to hire the lifeguards needed keep operating. Ingram also noticed they reduced the line item for Part-Time labor (line #203-29-411146) and wonders if they are hoping to have less. Ashley answers no, that is always a high amount and they have a really hard time even reaching it. It has always been hard to get employees at Prairie Creek because of how hard the work is. People sweat, get dirty, have to deal with trash and basically anything out there is a dirty job. They just felt like that little bit of money that they could move should be moved to something else due to usually being left unspent. Maintenance would really benefit from it. She knows some of the part-time employees have been great and some improvements have made things a little bit more efficient so maybe they will not need as many part-time workers compared to what they once did. She adds that having different pieces of equipment helps make things a little easier and references having newer mowers means not having them break down as often. Ingram adds to that the use of a tractor to seasonally remove the docks, which they both agree. D. Clark echoes Ashley and shows his support for her but also to answer Ingram's question, they are mowing less areas now compared to what they used to. Putting in those orchards and pollinator fields is less man-hours that is being spent every week mowing, weed-eating and picking up trash. He insists they would be happy to run a report and provide that to President Robinson to disperse. D. Clark states they have never spent all of their money that has been allotted for that line item. Since that money has not been spent in going back and looking at the reports (as far back from when Trent Conway was City Controller) so they want to put it in Capital Improvement (line #203-29-444081) or somewhere else where they can actually spend it.

Councilwoman Davis thanks them for all they're doing out at Prairie Creek. She heard about the bank fishing and bathrooms and is interested to know if there is anything in the budget being done to improve areas that are unpaid. She is aware that people rent spaces for their RVs and spaces for their boats but questions what is being done to the primitive areas like the scenic areas for families or other things to do. If someone has no money, RV or boat but has a tent and group of people or family, questions if they are able to enjoy the lake. Ashley indicates they have multi-use trails which are always free to use. There is a group that

helped develop them while Prairie Creek keeps up on their maintenance. There are also mountain bike trials as well. The fishing piers are available to anyone all the time. She adds they plan to replace the basketball goals at the beach area next year. There are also various miscellaneous shelters throughout the park. D. Clark states they have 50 volunteers through Ball State University coming out to work the 18th through the 22nd doing a tremendous amount of hours consisting of a lot of heavy trail use area. The areas that Davis is referring to, the free open spaces, is 99% of what those volunteers are going to be working on. Ashley explains another thing that is always a good program is how Prairie Creek is a loner site with the DNR for fishing poles and gear. They have around 30 fishing poles that can be loaned out to different groups who want to fish. They can fish free anywhere on the lake and states they have had Boy Scout groups and even nursing homes come out. Along with the poles comes a little tackle box so one would have all the stuff they need to fish.

Councilman Polk questions how long it has been since the fees have been raised. Ashley thinks it was raised in 2017. Polk confirms she is referring to the annual launch fees and daily fees. Ashley states the annual launch fees have always stayed the same. The daily fee was raised from \$8 to \$10 and the campground and dock fees were raised. For the campground fees, City went from \$900 to \$1000 and the County went from \$1000 to \$1100. Polk questions out of county. Ashley informs out of county would be considered county as there is only those two fee amounts.

Councilman Clark states it is exciting to hear about the pollinators and natural native grasses and encourages them to seek any information from Red-tail Lan Conservancy. Also, he believes Spence Restoration Nursery located here in town it's a producer of the seeds and their farm is just east of the lake there. D. Clark states that through Phil Tevis with FlatLand Resources, they have already started exploring that exact option. Clark refers to the maintenance standards and asks if that is based on what D. Clark, himself, has created or if it is DNR standard. Basically, he questions how he is maintaining and keeping it up and increasing the beautification of the Park, in general. D. Clark advises a massive plan was researched and developed with Doctors, Engineers, Biologists, City employees, Ball University, etc. (making note that he couldn't even list them all) in the year 2007 with an update to it in 2012. Those individuals went back through the historic proposals and all of the geological maps to figure out "this is what it can be" but "this is where it needs to be" and "this is our goal line" to both provide recreational income and still be an environmentally friendly natural resource for the community in the area. That marker from that 2007-2012 plan is what is currently being used as a focus.

Ingram has one more question but it really doesn't have much to do with the budget. He knows there has been some talk about the island on the south end of the reservoir (that he calls Shelter Island) and asks if there has been anything new in regard to that or that they would like to inform the Committee about. D. Clark answers they are constantly exploring all avenues to reclaim that. It turns out that it is on one of the documents that American Water provides the City in the 99-year(ish) lease. The comment was made that if they could find the original structures then that would corroborate those statements and that they could indeed reclaim it. Avery Electric, a business here in town, HOPE non-for-profit and two Boy Scout Troops have already helped establish a beachhead again and those concrete pillars and corners of buildings that used to be out there. Now, it will just be an operation to get back out there and get it cleaned up. Ingram states that is amazing and thanks them. No further comments.

President Robinson closes by stating they will finish up hearing from Department Heads and go over everything on October 18th at 6:30 PM reconvening here for a Special Meeting of the Common Council to discuss potential amendments and vote on the budget.

Adjournment:

A motion was made by Polk and seconded by Ingram to Adjourn. A vote by acclamation showed 8 yeas and 1 nay (Robinson). **Adjourned.**



Jeff Robinson, Chairman of the
Finance Committee of the
Muncie Common Council

Belinda Munson, Muncie City Clerk
of the Muncie Common Council